

New Jersey Public Employment Relations Commission
NON-POLICE AND FIRE
COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM

Line #

SECTION I: Parties and Term of Contracts

1 Public Employer: Demarest Board of Education County: Bergen
 2 Employee Organization: Demarest Secretarial Association Number of Employees in Unit: 5
 3 Base Year Contract Term: 7/1/2017 New Contract Term: 3 years

SECTION II: Type of Contract Settlement (please check only one)

- 4 ☒ Contract settled without neutral assistance
 5 ☐ Contract settled with assistance of mediator
 6 ☐ Contract settled with assistance of fact-finder
 7 ☐ Contract settled with assistance of super-conciliator
 8 If contract was settled in fact-finding, did the fact-finder issue a report with recommendations?
 Yes ☐ No ☐

SECTION III: Salary Base

The salary base is the cost of salaries in the final year of the expired or expiring agreement. This is the base cost from which the parties negotiate the salary increases.

9 Salary Costs in Base Year \$ 213,519
 10 Longevity Costs in Base Year \$ 2,300
 11 Total Salary Base \$ 215,819

SECTION IV: Salary Increases for Each Year of New Agreement*

	Year 1	Year 2	Year 3	Year 4	Year 5
12 Effective Date (month/day/year)	<u>07/01/2017</u>	<u>07/01/2018</u>	<u>07/01/2019</u>	<u>N/A</u>	<u>N/A</u>
13 Cost of Salary Increments (\$)	<u>2,563</u>	<u>2,576</u>	<u>2,594</u>	<u>0</u>	<u>0</u>
14 Salary Increase Above Increments (\$)	<u>4,910</u>	<u>5,159</u>	<u>5,411</u>	<u>0</u>	<u>0</u>
15 Longevity Increase (\$)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
16 Total \$ Increase (sum of lines 13-15)	<u>7,473</u>	<u>7,735</u>	<u>8,005</u>	<u>0</u>	<u>0</u>
17 New Salary Base (\$)	<u>223,292</u>	<u>231,027</u>	<u>239,032</u>	<u>0</u>	<u>0</u>
18 Percentage Increase over prior year	<u>3.46</u> %	<u>3.46</u> %	<u>3.46</u> %	<u>0</u> %	<u>0</u> %

**If contract duration is longer than five years, please add an additional page.*

Employer: **Demarest Board of Education**Employee Organization: **Demarest Secretarial Association**

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SECTION V: Increases in Other Contractual Economic Items or Newly Added Economic Items*

19	Item Description	Base Year Cost (\$)	Year 1 Increase (\$)	Year 2 Increase (\$)	Year 3 Increase (\$)	Year 4 Increase (\$)	Year 5 Increase (\$)
	N/A						
20	Totals(\$):						

*If contract duration is longer than five years, please add an additional page.

SECTION VI: Medical Costs

		Base Year	Year 1
21	Health Plan Cost	\$121,947	\$137,814
22	Prescription Plan Cost	\$0	\$0
23	Dental Plan Cost	\$7,441	\$8,095
24	Vision Plan Cost	\$0	\$0
25	Total Cost of Insurance	\$127,388	\$145,909
26	Employee Insurance Contributions	\$11,154	\$12,605
27	Employee Contributions as % of Total Insurance Cost	8.76 %	8.64 %

Employer: Demarest Board of Education

Employee Organization: Demarest Secretarial Association

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Section VI: Medical Costs (continued)

28 Identify any insurance changes that were included in this CNA.

A non-pensionable stipend will be given to DEA members contributing to the health insurance under Ch 78. This stipend is scaled based on the employees years of service in the district as follows:

Years 0-5 \$65; Years 6-14 \$165; Years 15 and greater \$415.

SECTION VII: Certification and Signature

29 The undersigned certifies that the foregoing figures are true:

Print Name:

THOMAS J. PEREZ

Position/Title:

SBA/BS

Signature:

[Handwritten Signature]

Date:

1/17/18

Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: contracts@perc.state.nj.us

NJ Public Employment Relations Commission

Conciliation and Arbitration

PO Box 429

Trenton, NJ 08625

Phone: 609-292-9898

Revised 8/2016